

## MANAGEMENT TEAM:

Island has suffered greatly the past few months from the confusion of who is in charge. This has led to lots of gossip, lots of attempts to undermine each other and a crew who is confused and angry about the lack of direction. When I was here in 2014 for a few weeks, I noticed a lot more loyalty and willingness to get things done. This has resulted in structures and landscaping deteriorating, not being maintained properly and I see very little interest in taking responsibility. Even more disappointing is that I now see lack of loyalty towards JEE. Something that was not the case back in 2014. Pointing fingers at someone else for a job not done is the way it is now. Nobody wants to stick their head out in fear of being the target of gossip. It is a dog eats dog world, and with the teamwork gone, it just leads to total chaos.

Splitting up [REDACTED] and Anna into different areas of responsibility has helped. The crew seems happy to now know who their department lead is. I think it is important to maintain this split, even if another management couple is brought in. However, I will also advise against bringing in a new management team until the crew has been sorted out. They will get thrown under the bus just like everyone else.

## MAIN PLAYERS

[REDACTED]  
Having worked with [REDACTED] the past 2 weeks has really impressed me. She works tirelessly on multiple projects, has a great amount of knowledge about the island and I've only noticed professional interaction with the crew. If [REDACTED] were to be put in the House Manager role full time, it could be a good match for LSJ/GSJ. However, the only way this would work, would be with her sharing responsibilities with [REDACTED] in the same role, overseeing Master Compound on both islands, cooking, taking care of JEE. [REDACTED] is not sold on that idea. Her and [REDACTED] wants the Island Manager role, not one with limited areas of responsibility. But with Anna in the mix, I do not see any other way for this to work. They should be separated from Anna's responsibilities as Field Manager to avoid the recent mistakes.

PROS: Dedicated, broad range of knowledge, organized and hard working.

CONS: Somewhat stubborn, it's the [REDACTED]/[REDACTED] way only. Needs to be more open to other people's suggestions.

## ANNA

Anna thrives in her role as Field Manager and I see a much-improved efficiency when she no longer takes care of housekeeping, main compound, cooking etc. The house manager/field manager split on the island still needs some work, but I do believe it to be the most efficient way to run the islands. Anna has great interaction with the crew, most of them respect her. She still needs to get better at scheduling the various tasks for better efficiency, but that can be taught.

PROS: Dedicated, knows every nook and cranny of the operation, loyal

CONS: Not good at keeping gossip and drama under control with crew, Single mom role does to some extent interfere with work.

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## **LANDSCAPING**

### **PETER**

Lots of animosity towards Peter because he has thrown so many people under the bus over the years. Especially Chris and his crew have a hard time with Peter. Keeping him isolated on GSJ, doing his own thing is the only solution besides terminating him. I'd recommend terminating him. He is tough on machinery, does not care about island property. His skillset is not unique. Easy to replace.

PROS: Good heavy machinery operator

CONS: Liar, gossip starter, not a team player, Tough on machinery

### **CHRIS**

Chris is a bit hard for me to judge. He has days where he is great to work with and other days where he does not communicate at all. He enjoys living on GSJ so that is a bonus, adding extra security with his dog. Seems to know a great deal about landscaping, but not the best at prioritizing his tasks.

PROS: Skilled, good all round landscaping knowledge, 24/7 on island

CONS: not a team player, opinionated, very close with Danny V, which in turns means that he is in the same camp with the lies and gossip

### **DUPSON**

a hard worker who tries to stay out of the ongoing conflict. He does his job, does not gossip and is a team player. He and Dalce makes a great team. They work hard, does nice work and do not cause any trouble.

### **JASON**

He now reports to [REDACTED] only and he is happy with that. Chris and Jason hates each other, so keeping him away from the rest of the landscaping crew is the best way to deal with this. Having [REDACTED] direct his work should also eliminate the incidences where he starts leaf blowing when you are around

### **JULES**

keeps to himself and gets work done. Dedicated worker, 100% loyal to JEE

## **ENGINEERING**

Engineering needs a skilled manager with much more attention to documentation and service schedules. It currently has very little of both.

### **DANNY V**

Still bitter he is not island manager and he brings it up on a regular basis. Number 1 reason for conflict on LSJ because of his lies and gossiping. Universally disliked, not trusted and without doubt the worst personality I've ever worked with. He should have been released years ago. Procrastinating, lazy and not a team player at all

PROS: Great knowledge of island infrastructure, decent skillset within certain areas of repair

CONS: Besides mentioned above, not very organized, little concept of time management, lots of time spent talking to other crew members to spread his version of what goes on.

**DANNY E**

Great skill set, great personality, keeps his opinions to himself, gets work done. Danny E should receive further training in areas of generator operations, electrical systems and A/C. We would benefit from sending him to further education programs. He is a good long term investment.

**SMILEY**

Dedicated and with a good knowledge of operations. Needs additional training in the operation of R/O plant. Does what he is told and will do it well with the right training

**TAP**

Dedicated mechanic, wants to learn, is here for the long haul. As with Danny E, we would benefit from sending him to further education in vehicle repairs, diesel engines and vehicle electric.

**HOUSEKEEPING**

Housekeeping is understaffed and a dedicated person is needed for GSJ.

**Dulce and Justina**

are doing a great job, but they are not 25 any longer. Dulce seems to be suffering from Carpal Tunnel and back pain, so she is in constant pain. At some point within the next couple of years they won't be able to perform their duties. Finding an extra housekeeper is a top priority currently and [REDACTED] is interviewing.

**MARINE DEPARTMENT**

A skilled marine manager would be a good hire for this department. Someone who can schedule boat runs better, oversee maintenance and boat logs. It is an area when the right person could provide savings equal to his salary, cutting down on unnecessary boat runs

**CARLOS**

Carlos is a good boat captain for the small vessels. He does not want to operate the barge unless absolutely needed. He knows about boat maintenance and has a good contact network on the island. He is however not a team player, grumpy and moody. Prone to gossip and back stabbing. Carlos is not good for island morale and would be easy to replace. No extraordinary skills that could not be found in any other captain. He is also not management material.

PROS: Available when needed, ok with evening/night work, good technical skills

CONS: Not a team player and is part of the group who will make life miserable for anyone new on the island in a management role.

**RANDY**

Randy is a team player and a good investment for the future. He is loyal, no drama, no gossip. Solid captain skills. Does need to learn how to drive boats at night and at some point in a year or two could be started on doing barge training.